

Gender Equality Plan for the Nicolaus Copernicus University in Toruń for the years 2022-2026:

Respecting the regulations in place both in Poland and the European Union upholding human rights and protecting against discrimination, the Nicolaus Copernicus University in Toruń strives to implement standards aimed at ensuring equal treatment. The University's strategic objectives include the ensurance of the quality of education and research as well as artistic activity based on an equal, open and diverse working and learning environment.

The objective of "The Gender Equality Plan for the Nicolaus Copernicus University in Toruń for the years 2022-2026" is to consistently support the process of building and consolidating the organisational culture of the university, one of the pillars of which is gender equality.

The actions proposed in the Plan are in accordance with § 4.3 of Resolution No. 37 of the Senate of the Nicolaus Copernicus University of 16 April 2019 - Statutes of the Nicolaus Copernicus University in Toruń (NCU Legal Bulletin of 2019, item 120, as amended) according to which the University operates with respect to international standards, ethical principles and good practices in education and science. Additionally, the University pays particular attention to social responsibility in all areas of its activities and acts following CREDO (Culture, Research, Education, Diversity, Openness), CREDO (Culture, Research, Education, Diversity, Openness), objective IV of the Strategy of the Nicolaus Copernicus University 2021-2026 introduced by Resolution No. 60 of the Senate of the Nicolaus Copernicus University in Toruń of 30 November 2021 (NCU Legal Bulletin of 2021, item 396), according to which it is to sustainably develop an open and inclusive organisational culture in line with the its international aspirations in which objective evaluation, trust, mutual support and community integrity attract the best and strengthen ties with the University, and with Order No. 218 of the Rector of the University of Nicolaus Copernicus of 26 October 2021 – Human Resources Management Policy of the Nicolaus Copernicus University in Toruń (NCU Legal Bulletin of 2021, item 364).

"The Gender Equality Plan for the Nicolaus Copernicus University in Toruń for the years 2022-2026" responds to the findings of two communications from the European Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: "The New European Research Area for Research and Innovation" and "A Union of Equality. Gender Equality Strategy 2020-2025" (respectively: COM(2020) 628 final of 30 September 2020 and COM(2020) 152 final of 5 March 2020). It also implements the eligibility principle adopted under the Horizon Europe programmes (Article 7 of the Regulation (EU) 2021/69 of the European Parliament and of the Council of 28 April 2021 establishing Horizon Europe - the Framework Programme for Research and Innovation, OJEU L 170/69).

"The Gender Equality Plan for Nicolaus Copernicus University in Toruń for the years 2022-2026" was developed following analyses and consultations conducted at the University using the results of a statistical diagnosis of the gender structure of the persons employed and studying at the University. It was created by an expert team appointed by the Rector and was composed of persons of different gender, age, position, work and life experience. From the legal point of view, the Plan was consulted with the Young Universities for the Future of Europe (YUFE) consortium working teams and the "Initiative of Excellence - Research University" programme (IDUB) working teams that specialise in "human resources" issues and deal with equality policies in science.

"The Gender Equality Plan for the Nicolaus Copernicus University in Toruń for 2022-2026" was prepared as a set of actions in five strategic areas:

- I. Management and decision-making;
- II. Research career development and recruitment processes;
- III. Work-life balance;
- IV. Safe and friendly place to work and study;

V. Gender in research and in curricula.

The implementation of the proposed actions will take place in the years 2022-2026, in parallel with the implementation of the Nicolaus Copernicus University in Toruń Strategy 2021-2026 and will include a mid-term evaluation in 2024.

The scope of actions proposed in the Plan is based on several pillars:

- 1) collecting consistently gender-disaggregated data, monitoring, evaluating the actions, and formulating appropriate recommendations;
- 2) widely informing and raising the awareness of the entire NCU community about gender equality and unconscious gender biases;
- 3) using consistently inclusive language, highlighting the presence of women, non-binary and transgender people;
- 4) adopting an intersectional approach that takes into account the crossover between the gender and other variables such as social class, race, disability, ethnicity, nationality, gender identity or psychosexual orientation.

"The Gender Equality Plan for the Nicolaus Copernicus University in Toruń for the years 2022-2026" will be disseminated among the University community.

I. THEMATIC AREA: MANAGEMENT AND DECISION-MAKING

Objective (what do we want to achieve?)	Actions (how do we want to achieve the objective?)
<p>1. Gender balance in the composition of college bodies and teams and in the assignment or nomination to management positions.</p>	<p>1.1. Diagnosing and monitoring of the gender structure of management in a given area (diagnosis "as it is", what are the main barriers to achieving gender balance and what countermeasures can be applied).</p> <p>1.2. Recommending diverse composition of collegiate bodies of the University and other councils.</p>
<p>2. Integrating an equality perspective in decision-making processes and decisions made by University bodies and persons holding management positions at the University.</p>	<p>2.1. Preparing information on good practices for implementing an equality perspective in decision-making processes. .</p> <p>2.2. Informing through training/conferences/seminars on the importance of balanced participation in decision-making regardless of gender.</p>
<p>3. Managing human resources in accordance with the principle that favours combining life roles (including family) with professional responsibilities.</p>	<p>3.1 Diagnosing and monitoring equal access to promotion in all employee groups regardless of gender.</p> <p>3.2 Promoting a gender equality perspective by creating working conditions that make it easier to combine life roles and work responsibilities.</p>
<p>4. Building a management culture based on equality, respect and tolerance in all groups making up the University community.</p>	<p>4.1. Training in human resources management (mandatory for those in managerial positions), anti-discrimination and the basics of non-violent communication.</p> <p>4.2. Identifying, supporting and promoting good practices that implement gender equality through: personnel policies, internal and external communication in a language promoting an equal perspective among the University's management staff; informing on the importance of balanced participation of different genders in management structures.</p>

Actions conducted by: Independent Human Resources Management Supervisor (HR for academic staff), Independent Human Resources Management Supervisor (HR for Non-academic Staff), persons in managerial positions; NCU Department of Promotion and Information, NCU Centre for Support and Personal Development, Deputy Rector for Equal Treatment, Team Developing Gender Equality Plan at the Nicolaus Copernicus University in Toruń (hereinafter referred to as NCU GEP Team).

Persons responsible: Rector, Chancellor.

Monitoring conducted on a continuous basis.

Evaluation conducted two years after the implementation of the programme.

II. RESEARCH CAREER DEVELOPMENT AND RECRUITMENT PROCESSES

Objective (what do we want to achieve?)	Actions (how do we want to achieve the objective?)
1. Equal access to recruitment, selection and hiring for working people.	1.1. Developing and implementing human resources management policies and procedures for open, transparent, and merit-based recruitment (OTM-R) that incorporate the pursuit of gender equality and support diversity in recruitment and hiring. 1.2. Implementing an electronic recruitment system that ensures an equal access and candidate assessment with the possibility of gender non-disclosure at an early stage of recruitment (multimedia instructions). 1.3. Conducting training and workshops for managers at various levels at the NCU and research teams to promote gender equality and diversity in recruitment and hiring processes (all-University offerings, including IDUB).
1.1. Supporting the career development of women.	2.1. Periodic diagnosis of competencies and development needs of the staff and adjusting forms of support according to the results of employee assessment, with particular emphasis on the needs of women. 2.2. Regular monitoring of gender participation in grant competitions, research projects and financial support for women's research activities. Diagnosing weaknesses, preparing recommendations on how to eliminate them. 2.3. Establishing internal forms of financial support for scientific activities of underrepresented genders in the form of dedicated IDUB competitions for research, training and mobility. 2.4. Establishing a mentoring program for women with the participation of experienced women (scientific staff, administrative staff) who will support women in the early stages of their professional development and will exchange experiences.
<p>Actions conducted by: Vice-Deans for Research, Chairs of Scientific Councils, University Centre for IT Services, NCU GEP Team, Independent Human Resources Management Supervisor (HR for academic staff), Independent Human Resources Management Supervisor (HR for Non-academic Staff), Deputy Rector for Equal Treatment, committee responsible for assessment.</p> <p>Persons responsible: Rector, Chancellor.</p> <p>Monitoring conducted on a continuous basis.</p> <p>Evaluation conducted two years after the implementation of the programme.</p>	

III. THEMATIC AREA: WORK-LIFE BALANCE

Objective (what do we want to achieve?)	Actions (how do we want to achieve the objective?)
1. Accessibility to care facilities for children and dependent persons.	1.1. Continuing to subsidize places in care facilities providing emergency care for children and dependent persons. 1.2. Diagnosing the needs for hourly care and possibilities of its subsidizing (as regards the University point of care for children that accepts children for hours and provides support for child care during conferences, panels, open lectures organized at the University) 1.3. Exploring the possibility of designating places at the University for a parent with a child.
2. Developing non-infrastructural support for combining studies and working life with family life.	2.1. Investigating the needs for facilities for combining work/study and family responsibilities among individuals representing all groups of the University community. 2.2. Investigating the needs and preparing a report on including caring responsibilities when assessing persons at different stages of their careers 2.3. Preparing recommendations on good practice to foster the combination of family and professional responsibilities 2.4. Recommending respecting time outside working hours, days off and holidays as time off work.
3. Promoting an organisational culture that fosters the balance between studies and professional life with family life	3.1. Training for staff in the area of combining work and family life 3.2. Preparing of a guide on solutions in the area combining studies and professional with family life (applicable law, internal regulations, forms of support and facilities available at the Nicolaus Copernicus University).
<p>Actions conducted by: Department of Social Services, Vice-Rector for Student Affairs, Deputy Rector for Equal Treatment, Chancellor, University Council for Quality Assurance, Independent Human Resources Management Supervisor (HR for academic staff); Independent Human Resources Management Supervisor (HR for Non-academic Staff); NCU Department of Promotion and Information; NCU Centre for Support and Personal Development, NCU GEP Team, Department of Human Resources, Panel of Legal Experts.</p> <p>Persons responsible: Rector, Chancellor.</p> <p>Monitoring conducted on a continuous basis.</p> <p>Evaluation conducted two years after the implementation of the programme.</p>	

IV. THEMATIC AREA: SAFE AND FRIENDLY WORK AND LEARNING ENVIRONMENT. BUILDING A CULTURE OF NON-VIOLENCE (WITH REGARD TO GENDER)

Objective (what do we want to achieve?)	Actions (how do we want to achieve the objective?)
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<p>1. Implementing zero tolerance for violence and discrimination based on gender or gender identity</p>	<p>1.1. Analysing the scale and type of gender-based violence occurring at the University (NCU as the subject of the survey). The survey conducted as part of the UniSAFE project in 2022: https://www.unisafeproject.eu/</p> <p>1.2. Disseminating YUFE documents related to the implementation of zero tolerance policy for violence and discrimination: YUFE Diversity and Inclusivity Strategy: https://yufe.eu/wp-content/uploads/2021/04/YUFE-Diversity-and-Inclusivity-Strategy.pdf, YUFE Diversity and Inclusivity Check List, YUFE Code of Conduct.</p> <p>1.2. Using inclusive language in NCU communications and documents regarding organizational culture, with a focus on groups particularly vulnerable to violence.</p> <p>1.3. Drawing up instructions on how to deal with interpersonal relations at the University in relation to the problem of violence and discrimination based on gender (gender identity or psychosexual orientation).</p>
<p>2. Informing on rights, obligations, and appropriate responses to violence and discrimination based on sex or gender identity</p>	<p>2.1. Drawing up instructions on how to deal with cases bearing the marks of online or digital violence in social media relating to the NCU (cyberbullying, sexting, doxing), especially in relation to the problem of violence and discrimination based on gender (including gender identity or sexual orientation)</p> <p>2.2. Providing training and other forms of education aimed at the entire academic community, including academic staff, students, administrative staff, persons in management positions, University authorities and faculties.</p> <p>2.3. Including in the communication strategy activities aimed at providing information on procedures in the event of a reported violation of the principle of equal treatment or safety (websites, internal communication channels).</p>
<p>Actions conducted by: Vice-Rector for Student Affairs, Vice-Rector for Social and Business Cooperation, Deans for Student Affairs, Heads of Non-Faculty Units, Deputy Rector for Equal Treatment, Academic Ombudsman, Deputy Rector for Student and Doctoral Student Safety, NCU Student Government, trade unions at NCU, YUFE Coordinator, NCU Department of Promotion and Information, Department of Internal Organisation, Department of Human Resources, NCU GEP Team.</p> <p>Persons responsible: Rector, Chancellor.</p> <p>Monitoring conducted on a continuous basis.</p> <p>Evaluation conducted two years after the implementation of the programme.</p>	

V. THEMATIC AREA: GENDER IN RESEARCH AND CURRICULA

Objective (what do we want to achieve?)	Actions (how do we want to achieve the objective?)
<p>1. Balanced representation of women in bodies responsible for research.</p>	<p>1.1. Collecting data by gender on the number of persons in research projects, project management positions, research councils and teams, scientific events, expert teams, research committees, internal committees evaluating scientific projects, etc.</p>

	<p>1.2. Information campaign on the need to reduce the gender gap in expert teams, faculty and university committees, scientific events organised at the NCU.</p> <p>1.3. Active recruitment of young talented persons to doctoral schools aiming at achieving gender balance in particular fields.</p>
2. Disseminating information on the benefits of including gender as a relevant variable for research.	<p>2.1. Formulating criteria for the IDUB scientific councils to give preference to research projects that will include the variable of gender in research.</p> <p>2.2. Providing training on the cognitive benefits of research that includes gender as a significant variable.</p> <p>2.3. Publishing on the NCU News portal a series of articles on research conducted at the NCU involving gender equality and gender as a subject of research.</p>
3. Integrating a gender perspective in education provided at the University.	<p>3.1. Conducting a diagnosis of the integration of a gender perspective in the educational process.</p> <p>3.2. Developing and making available to faculties and other units criteria and guidelines for the revision of existing curricula (study programmes) to include a gender perspective and gender equality.</p> <p>3.3. Developing and making available to faculties and other units guidelines for the possible integration of a gender perspective in the construction of an educational offer.</p> <p>3.4. Undertaking cooperation with student academic organisations supporting excluded groups.</p>
4. Disseminating knowledge and supporting initiatives for gender equality and social diversity.	<p>4.1. Encouraging a variety of initiatives in the field of gender equality by, among others, organizing a competition for the best diploma thesis taking into account gender equality or social diversity; organizing competitions for funding a student social or scientific project taking into account gender equality or social diversity, e.g. as part of YUFE Diversity & Inclusivity Grants.</p> <p>4.1. Disseminating "The Gender Equality Plan for the Nicolaus Copernicus University in Toruń for the years 2022-2026", information on gender equality and diversity under the information tab created on the NCU website.</p>
<p>Actions conducted by: Deans; Chairs of Scientific Councils, Directors of Institutes, Directors of Doctoral Schools, Deputy Rector for Equal Treatment, Department of Research, CM Department of Research and Projects, NCU Department of Promotion and Information, University Centre for Strategic Analysis, University Centre of Excellence - IMSert, University Coordinator of Teacher Education Team, Department of Internal Organisation, NCU GEP Team, YUFE Coordinator.</p> <p>Persons responsible: Vice-Rector for Research, Vice-Rector for Cooperation with the Social and Economic Environment, Vice-Rector for Education, Vice-Rector for Collegium Medicum.</p> <p>Monitoring conducted on a continuous basis.</p> <p>Evaluation conducted two years after the implementation of the programme.</p>	